



March 4, 2021

To Whom It May Concern

Company Name: OUTSOURCING Inc.
Representative: Haruhiko Doi
Chairman and CEO
(First Section of TSE, Securities Code 2427)
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**As Relief for the COVID-19 Pandemic, OUTSOURCING TECHNOLOGY Inc. Will Hire
3,000 Individuals as Full-Time Employees, and Train Them as Engineers**

OUTSOURCING Inc. hereby announces that consolidated subsidiary OUTSOURCING TECHNOLOGY Inc., which is part of the Domestic Engineering Outsourcing Business segment (Head office: Chiyoda-ku, Tokyo, President and Representative Director: Masaki Motegi), will hire 3,000 individuals who lost employment opportunities due to the COVID-19 pandemic, as full-time employees, and will train them as engineers, thereby aiming to contribute to addressing the social issue of a shortage of engineers, as well as strengthening its foundation for business growth.

Please refer to the attached document for details.

OUTSOURCING TECHNOLOGY Inc. (OSTech) Provides Full-Time Employment Opportunities for 3,000 Individuals

We are hiring everyone who lost the opportunity to work due to the COVID-19 pandemic, as full-time employees. We are developing human resources who will play an active role in the next generation, including digital transformation (DX) human resources.

■ **About OSTech**

Since its establishment in 2004, OSTech has been developing engineer dispatching to the IT and engineering fields, as well as solutions service using human resources and cutting-edge technologies, targeting a wide range of business areas, and working to resolve various management issues related to company labor shortages and passing on technologies.

■ **Changes in the business environment due to the COVID-19 pandemic**

Due to the spread of COVID-19 in 2020, economic activities had to be temporarily suspended and business activities had to be reduced in various industries. Although vaccinations have also begun in Japan since the beginning of the year and there are signs that the infection has settled down, we recognize there are those who have lost the opportunity to remain active in the workplace due to the pandemic, and there are students who have yet to find a desired employer as a result of reduction or curtailment of allotments for hiring new graduates.

■ **For those who are struggling with developing their career plans, we offer opportunities as full-time employees**

As the outlook going forward remains uncertain, OSTech has decided to offer full-time employment opportunities to an additional 3,000 individuals.

After joining the company and undergoing training at the Group's KEN School, we have expectations that those hired will play an active role in various occupations such as IT, R&D, design and office work, among others. Later on, based on the desire of the individual, we will propose various career path plans such as career advancement as an expert or making a career change to DX, which is in high demand in society. Also, individuals will have the option to return to the industry or sector where they previously worked after the economy recovers.

■ **Active participation as a DX human resource**

The knowledge and skills that can be acquired after joining OSTech can be utilized in various fields such as the tourism industry and the restaurant industry, where individuals were active in the past. For example, by making the step up to DX human resource for shift management or orders/reservations systems development, opportunities to play an active role will expand, such as creating shifts using AI or discovering tourism needs through SNS analysis. In addition to expanding the work area of the individual of himself or herself, DX is expected to advance at the client company where the individual was enrolled.

■ To companies struggling to maintain employment, we propose concluding an alliance

It is possible to conclude an alliance whereby OSTech will take care of valuable employees of firms struggling to maintain employment under the pandemic due to business activities being restricted, as full-time employees. We will provide a “workplace” where employees can remain active during the period until the business environment recovers.

■ OSTech’s future developments

We believe that OSTech’s efforts on this occasion will lead to resolving two important issues of providing employment opportunities to those who lost them due to the COVID-19 pandemic, as well as promoting the elimination of the shortage of engineers who support the development of the information society.

Going forward, in order to strengthen producing human resources who will be responsible for DX innovation, which are in high demand in society and among corporates, we are rebranding the Group’s training institution KEN School as a “Digital Academy,” planning to further enhance training programs.

We will continue to strive in becoming a company that innovates all possible “WORKING” in today’s world, by developing the necessary advanced engineering and DX human resources.

■ Details of initiatives

Individuals will be hired at OSTech as a full-time employee, and after a certain period of training, assigned as an engineer.

Eligibility: open

Can apply as an individual or company.

(we will hold a recruitment interview through the normal hiring process)

Employment format: full-time

Workplace: nationwide

Benefits: as specified in our company’s regulations (social insurance, welfare benefits)

If assignment requires relocation, we provide company housing.

How to apply: apply on the “Job Change Recruitment” dedicated website

<https://www.ostechgroup-recruit.jp/jobchange/>



— Job Change Recruitment —
Creating next generation human resources,
including DX human resources

To those thinking about a career change due to the pandemic, and to students who had their unofficial offers withdrawn, we are hiring as full-time employees! >

■Outline of OSTech

Company name: OUTSOURCING TECHNOLOGY Inc.
Home page: <https://www.ostechnology.co.jp>
Representative: Masaki Motegi, President and Representative Director
Head office: 1-8-3 Marunouchi, Chiyoda-ku, Tokyo Marunouchi Trust Tower Main Building, 16th and 17th floor
Major businesses: -Engineer dispatching and development process outsourced contracting specialized in R&D for mechanical, electronic, electrical and software
-Job placement business (professional job placement)
-Import/export, sales, design/construction, maintenance/other technical services of hardware, software and services related to corporate networks, computers and information communication systems
Established: December 2004
Share capital: JPY 483 million

■Related websites

Corporate website : <https://www.ostechnology.co.jp>

Application website : <https://www.ostechgroup-recruit.jp/jobchange/>

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